

PUBLIC LAW 104-193—AUG. 22, 1996 110 STAT. 2211

of the employer, an equivalent form, and may be transmitted by  
1st class mail magnetically or electronically

~~(d) CIVIL MONEY PENALTIES ON NONCOMPLYING EMPLOYERS.~~

The State shall have the option to set a State civil  
money penalty which shall be less than

"(1) \$25; or

"(2) \$500 if, under State law, the failure is  
the result of a conspiracy between the employer and the  
employee to not supply the required report or to supply a false  
or incomplete report.

~~(e) ENTRY OF EMPLOYER INFORMATION.—Information~~  
shall be entered into the data base maintained by the State  
Director of New Hires within 5 business days of receipt from an  
employer pursuant to subsection (b).

~~(f) INFORMATION COMPARISONS.—~~

"(1) IN GENERAL.—Not later than May 1, 1998,  
an agency designated by the State shall directly or by  
contract conduct automated comparisons of the social security  
numbers reported by employers pursuant to subsection (b) and the  
social security numbers appearing in the records of the State  
case registry for cases being enforced under the State plan.

"(2) NOTICE OF MATCH.—When an information comparison conducted under paragraph (1) reveals a match with respect to the social security number of an individual required to provide support under a support order, the State Director of New Hires shall provide the agency administering the State plan approved under this part of the appropriate State with

the name, address, and social security number of the employee to whom the social security number is assigned, and the name and address of, and identifying number assigned under section 6109 of the Internal Revenue Code of 1986 to the employer.

~~(g) TRANSMISSION OF INFORMATION.—~~

"(1) TRANSMISSION OF WAGE WITHHOLDING NOTICES TO EMPLOYERS.—Within 2 business days after the date information regarding a newly hired employee is entered into the State Director of New Hires, the State agency enforcing the employee's child support obligation shall transmit a notice to the employer of the employee directing the employer to withhold from the income of the employee an amount equal to the monthly (or other periodic) child support

obligation (including  
any past due support obligation) of the employee.  
unless the  
employee's income is not subject to withholding  
pursuant to  
section 466(b)(3)

"(2) TRANSMISSIONS TO THE NATIONAL DIRECTORY OF  
NEW HIRES.—

"(A) NEW HIRE INFORMATION.—Within 3 business days  
after the date information regarding a newly hired  
employee is entered into the State Directory of New Hires,  
the State Directory of New Hires shall furnish the information  
to the National Directory of New Hires.

"(R) WAGE AND UNEMPLOYMENT COMPENSATION  
Regulations.

INFORMATION.—The State Directory of New Hires shall,  
on a quarterly basis, furnish to the National Directory  
of New Hires extracts of the reports required under section  
303(a)(6) to be made to the Secretary of Labor concerning  
the wages and unemployment compensation paid to individuals,  
by such dates, in such format, and containing such